

**Department of Personnel Administration
Memorandum**

TO: Personnel Management Liaisons (PML)

SUBJECT: Decertification Campaign - Bargaining Unit 19	REFERENCE NUMBER: 2005-047
DATE ISSUED: 11/8/05	SUPERSEDES:

This memorandum should be forwarded to:

**Employee Relations Officers
Personnel Officers
Personnel Transactions Supervisors**

FROM: Department of Personnel Administration
Labor Relations Division

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Another decertification campaign has begun, prompting the following reminders about neutrality and access rules. The campaign involves Bargaining Unit 19, where United Health and Social Service Professionals is attempting to decertify the American Federation of State, County, and Municipal Employees (AFSCME) as the exclusive representative.

Strict Neutrality

Please remind your department's managers, supervisors, and confidential employees of their responsibility to uphold the State's position of strict neutrality during a decertification. As excluded employees, they're prohibited from participating in any decertification campaign activity.

Worksite Access

Generally, any employee organization attempting decertification is entitled to access State employees for purposes of organizing, ***as long as such access is during non-work time and in non-work areas.***

- Non-work time is defined as lunch periods, regularly scheduled rest periods, and time before and after work.
- Non-work areas are defined as cafeterias, employee break rooms, building foyers, and other locations accessible to the general public and AFSCME.

Campaign literature may be left in places where employees congregate, such as cafeterias, as long as these areas are accessible to the general public. The use of bulletin boards is subject to your own departmental policy, consistent with the non-work time/non-work area requirements described above; such use may not diminish the space currently offered to AFSCME. The use of internal mail systems to distribute campaign literature is prohibited.

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If you have questions regarding specific requests for access, contact DPA's Labor Relations Division immediately.

Please contact Kristine Rodrigues at the number or email listed above if you have further questions.

/s/ David A. Gilb

David A. Gilb
Chief of Labor Relations